

Spring Branch Independent School District

Memorial High School

2021-2022 Campus Improvement Plan



Mission Statement

The mission of Memorial High School is to provide an environment which will enable students to develop and to continue the lifelong academic, cultural, and physical aspects of learning in order to foster visionary individuals who strive toward excellence with a sense of global and technological awareness and who will go forth to serve the community and world as responsible citizens.

Vision

We, the student body, strive to surpass the standards of an exemplary school through exhibiting unity among diversity, demonstrating commitment to improving ourselves, and representing the highest degree of integrity to strengthen the future of Memorial High School by living out the Mustang Way.

Morality
Understanding
Spirit
Truth
Appreciation
Noteworthiness
Grit
Self-Respect

Core Values

Every Child: We put students at the heart of everything we do.

Collective Greatness: We, as a community, leverage our individual strengths to reach challenging goals.

Collaborative Spirit: We believe in each other and find joy in our work.

Limitless Curiosity: We never stop learning and growing.

Moral Compass: We are guided by strong character, ethics and integrity.

Core Characteristics of a T-2-4 Ready Graduate

Academically Prepared: Every Child finds joy in learning, has a learner's mindset and is motivated and equipped with the knowledge, skills and competencies to succeed in life.

Ethical & Service-Minded: Every Child acts with integrity, is personally responsible for their actions and is a civically-engaged community member.

Empathetic & Self-Aware: Every Child appreciates differences, forms secure relationships and cares for their own and others' emotional, mental and physical health.

Persistent & Adaptable: Every Child is fueled by their own passions, interests and goals and perseveres with confidence and courage.

Resourceful Problem-Solver: Every Child thinks critically and creatively and applies knowledge to find and solve problems.

Communicator & Collaborator: Every Child skillfully conveys thoughts, ideas, knowledge and information and is a receptive and responsive listener.

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Goals





Goal 1: STUDENT ACHIEVEMENT. Every Memorial High School student will master rigorous academic standards to ensure college and career readiness.

Performance Objective 1: POST-SECONDARY READINESS: By June 2022, at least 82% of Memorial High School students will perform at the post-secondary ready levels on SAT (480 in Evidence-Based Reading & Writing and 530 in Math) or ACT (composite score of 23 or higher; min 19 in English and Math) or TSIA-2 (351 in Reading, 350 in Math) or complete and earn credit for ELA/math through college prep courses.

2020-21: 81% performed at post-secondary readiness levels as defined by Texas Success Initiative

2019-20: 86% performed at post-secondary readiness levels as defined by Texas Success Initiative

Evaluation Data Sources: State Accountability Reports (Domain I CCMR)

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Connect PSAT scores to Khan Academy to offer PSAT prep to students outside of the school day.</p> <p>Strategy's Expected Result/Impact: Increase score on SAT, ACT and AP classes.</p> <p>Staff Responsible for Monitoring: AP Coordinator SAT Coordinator AP Teachers Counselors Grade Level Principals</p> <p>TEA Priorities: Connect high school to career and college</p> <p>Funding Sources: - 199 PIC 11 - Instructional Services - \$5,000</p>	Formative		
	Oct	Jan	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 1: STUDENT ACHIEVEMENT. Every Memorial High School student will master rigorous academic standards to ensure college and career readiness.

Performance Objective 2: ACHIEVEMENT: By June 2022, Memorial High School will increase student performance on STAAR end-of-course exams in all subjects tested by at least 3 points at each performance level (approaches, meets, masters).

2020-21: Reading: 93% (approaches), 88% (meets), 46% (masters); Math: 82% (approaches), 36% (meets), 10% (masters)





2019-20: Not rated due to COVID

2018-19: Reading: 87% (approaches), 79% (meets), 11% (masters); Math: 87% (approaches), 62% (meets), 2% (masters)

2017-18: Reading: 88% (approaches), 82% (meets), 12% (masters); Math: 91% (approaches), 65% (meets), 7% (masters)

Evaluation Data Sources: STAAR EOC reports and State Accountability Reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The Algebra 1 team is scaffolding instruction to best fill the gaps of under performing students. The team has identified one essential standard each nine weeks where students will reach 100% mastery on that standard.</p> <p>Strategy's Expected Result/Impact: Increase in the number of students meeting standards.</p> <p>Staff Responsible for Monitoring: TLS AP Math Team Lead</p>	Formative		
	Oct	Jan	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: The English 1 and 2 teams are scaffolding instruction to best fill the gaps of under performing students. The team has identified two essential standard each nine weeks where students will reach 100% mastery on those standards.</p> <p>Strategy's Expected Result/Impact: Increase in reading and writing performance</p> <p>Staff Responsible for Monitoring: ELA teachers ESOL teacher TLS Assistant Principals</p>	Formative		
	Oct	Jan	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: The Biology team is scaffolding instruction to best fill the gaps of under performing students. The team has identified one essential standard each nine weeks where students will reach 100% mastery on that standard.</p> <p>Strategy's Expected Result/Impact: TLS Assistant Principal that supports Science Science team lead</p> <p>Staff Responsible for Monitoring: Increase in the number of students meeting standards.</p>	Formative		
	Oct	Jan	Apr

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: The US History team is scaffolding instruction to best fill the gaps of under performing students. The team has identified one essential standard each nine weeks where students will reach 100% mastery on that standard.</p> <p>Strategy's Expected Result/Impact: Increase in the number of students meeting standards.</p> <p>Staff Responsible for Monitoring: TLS Assistant Principal over SS SS team lead</p>	Formative		
	Oct	Jan	Apr
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 1: STUDENT ACHIEVEMENT. Every Memorial High School student will master rigorous academic standards to ensure college and career readiness.

Performance Objective 3: GAP-CLOSING: By June 2022, Memorial High School will increase overall performance on STAAR end-of-course exams to narrow the gap or improve performance above the target by at least 3 points.

2020-21: Economically Disadvantaged 52%; non-Economically Disadvantaged 79%

2019-20: Not Rated due to COVID

2018-19: Economically Disadvantaged 38%; non-Economically Disadvantaged 82%

2017-18: Economically Disadvantaged 53%; non-Economically Disadvantaged 84%

2020-21: Hispanic 59%; non- Hispanic 79%

2019-20: Not Rated due to COVID

2018-19: Hispanic 51%; non- Hispanic 81%

2017-18: Hispanic 61%; non- Hispanic 84%

2020-21: Sped 33%; non-Sped 77%

2019-20: Not Rated due to COVID

2018-19: Sped 0%; non-Sped 78%

2017-18: Sped 4%; non-Sped 83%

2020-21: EL 37%; non-EL 78%

2019-20: Not Rated due to COVID

2018-19: EL 21%; non-EL 77%

2017-18: EL 31%; non-EL 82%

Evaluation Data Sources: STAAR EOC reports and State Accountability Reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: MHS will create targeted classes for English Language Learners and utilize strategies that are specific to language acquisitions and proficiency.</p> <p>Strategy's Expected Result/Impact: Increased passing rate on state assessments.</p> <p>Staff Responsible for Monitoring: TLS ELA Teachers ESL Department Chair</p>	Formative		
	Oct	Jan	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: MHS will create targeted intervention classes specific based on performance on standardized testing. Teachers will utilize differentiated instructional strategies to holistically increase student performance.</p> <p>Staff Responsible for Monitoring: TLS</p>	Formative		
	Oct	Jan	Apr

Intervention Teachers			
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  Accomplished
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  Discontinue

Goal 1: STUDENT ACHIEVEMENT. Every Memorial High School student will master rigorous academic standards to ensure college and career readiness.

Performance Objective 4: ADVANCED COURSES: Strengthen the level of advanced academic instruction in order to increase student preparation for and success in advanced courses that are aligned to post-secondary expectations.





Fall 2021: 438 students enrolled in one or more dual credit/dual enrollment courses.

Fall 2020: 505 students enrolled in one or more dual credit/dual enrollment courses.

Fall 2019: 450 students enrolled in one or more dual credit/dual enrollment courses.

Fall 2018: 433 students enrolled in one or more dual credit/dual enrollment courses.

Evaluation Data Sources: Skyward Course Enrollment Data

Strategy 1 Details	Formative Reviews		
Strategy 1: Encourage every student to enroll in and successfully complete at least one advanced course during high school. Strategy's Expected Result/Impact: Increasing the number of students taking advanced courses. Staff Responsible for Monitoring: Counselors Teachers	Formative		
	Oct	Jan	Apr
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 1: STUDENT ACHIEVEMENT. Every Memorial High School student will master rigorous academic standards to ensure college and career readiness.

Performance Objective 5: COLLEGE, CAREER, MILITARY READINESS (CCMR): By June 2022, Memorial High School will increase the % of graduates achieving College, Career, Military Readiness status by at least 2 points.

2021: 87% of annual graduate met CCMR indicator
 2020: 90% of annual graduates met CCMR indicator
 2019: 89.7% of annual graduates met CCMR indicator
 2018: 86.8% of annual graduate met CCMR indicator

Evaluation Data Sources: State Accountability Reports

Strategy 1 Details	Formative Reviews		
Strategy 1: Monitor and promote course selection options that reflect student interests and past performance. Strategy's Expected Result/Impact: The number of students who achieves a CCMR designation will increase. Staff Responsible for Monitoring: Administrators Counselors CTE Teachers	Formative		
	Oct	Jan	Apr
Strategy 2 Details	Formative Reviews		
Strategy 2: Increase the number of students who earn a TEA-approved Industry Based Certification. Strategy's Expected Result/Impact: The number of students who earn certifications will increase. Staff Responsible for Monitoring: Administration CTE Teachers	Formative		
	Oct	Jan	Apr
Strategy 3 Details	Formative Reviews		
Strategy 3: Increase the number of students who complete a college-level dual credit course. Strategy's Expected Result/Impact: The number of students who complete a college-level dual credit course will increase. Staff Responsible for Monitoring: Administration Counselors Teachers	Formative		
	Oct	Jan	Apr
Strategy 4 Details	Formative Reviews		
Strategy 4: Increase the number of students who earn college credit on AP Exams. Strategy's Expected Result/Impact: The number of students earning college credit on AP exams will increase. Staff Responsible for Monitoring: Administrators Counselors Teachers	Formative		
	Oct	Jan	Apr





Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Increase the number of students who score at or above the college ready level on SAT, ACT, TSIA or earned credit for a college prep course.</p> <p>Strategy's Expected Result/Impact: The number of students who score at or above the college ready level will increase.</p> <p>Staff Responsible for Monitoring: Administration Counselors Teachers</p>	Formative		
	Oct	Jan	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 1: STUDENT ACHIEVEMENT. Every Memorial High School student will master rigorous academic standards to ensure college and career readiness.

Performance Objective 6: POST-SECONDARY ENROLLMENT: For the Class of 2021, at least 86% of Memorial High School graduates will have enrolled successfully in a postsecondary option (T, 2, 4).

Nov. 2020: 83% enrolled in fall following graduation
 Nov. 2019: 86% enrolled in fall following graduation
 Nov. 2018 = 86% enrolled in fall following graduation
 Nov. 2017 = 86% enrolled in fall following graduation

Evaluation Data Sources: National Student Clearinghouse





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: MHS will continue to work with Collegiate Challenge, One Goal, Emerge and the Mentoring Program to increase post secondary enrollment in Naviance.</p> <p>Strategy's Expected Result/Impact: An increase in post-secondary enrollment (Technical, Military, 2 year and 4 year College).</p> <p>Staff Responsible for Monitoring: Counselors Advisory Teachers Administration One Goal Teacher</p>	Formative		
	Oct	Jan	Apr
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 2: STUDENT SUPPORT. Every Memorial High School student will benefit from an aligned system that supports his/her academic and social-emotional needs.

Performance Objective 1: SCHOOL CONNECTEDNESS: By June 2022, the % of Memorial High School students who feel connected as both individuals and learners will increase by at least 3 points.

2020-21: 45% School Climate
 2019-20: Not Rated due to COVID
 2018-19: 48% School Climate
 2017-18: 45% School Climate





Evaluation Data Sources: Panorama Student Survey

Strategy 1 Details	Formative Reviews		
Strategy 1: MHS will create an advisory time extended from 3rd period class to develop a better relationship between student-teacher. Strategy's Expected Result/Impact: More participation in the Panorama survey because of better relationships with the teacher. Staff Responsible for Monitoring: Advisory Teachers Administration TLS	Formative		
	Oct	Jan	Apr
Strategy 2 Details	Formative Reviews		
Strategy 2: MHS will host a club fair in the fall and the spring to ensure all students will be involved in one activity, club or extra curricular activity. Strategy's Expected Result/Impact: Increase participation in clubs and extra curricular activities. Staff Responsible for Monitoring: Coaches Club Sponsors Assistant Principals Counselors	Formative		
	Oct	Jan	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: STUDENT SUPPORT. Every Memorial High School student will benefit from an aligned system that supports his/her academic and social-emotional needs.

Performance Objective 2: GUIDANCE AND COUNSELING: Each grade level classroom will implement and support character education and social-emotional learning curriculum.





Evaluation Data Sources: Training materials and attendance rosters

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Students will build soft skills to enhance their secondary and post-secondary opportunities.</p> <p>Strategy's Expected Result/Impact: Students will obtain higher scores on the Panorama SEL Skills Survey.</p> <p>Staff Responsible for Monitoring: Administrators Counselors Teachers</p>	Formative		
	Oct	Jan	Apr
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 2: STUDENT SUPPORT. Every Memorial High School student will benefit from an aligned system that supports his/her academic and social-emotional needs.

Performance Objective 3: COUNSELING/STUDENT SUPPORT: 100% of 9th graders will have an informed four-year plan and 80% of 11th graders will have a preliminary post-secondary plan.





Evaluation Data Sources: Naviance Reports, Skyward Reports

Strategy 1 Details	Formative Reviews		
Strategy 1: The counseling team will meet with every 9th grader to develop their four year plan and every 11th grader to develop their post-secondary plan.	Formative		
	Oct	Jan	Apr
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: SAFE SCHOOLS. Memorial High School will ensure a safe and orderly environment.

Performance Objective 1: CAMPUS SAFETY COMMITTEE: Establish Campus Safety Committees composed of a cross section of stakeholders to look at matters related to campus safety.





Evaluation Data Sources: Campus Safety Committee

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: CAMPUS SAFETY COMMITTEE: Establish Campus Safety Committees composed of a cross section of stake holders to look at matters related to campus safety.</p> <p>Strategy's Expected Result/Impact: Each Campus principal will recruit a safety team and provide a roster. Each campus team will meet three times per year so that all campuses will be able to refine safety practices.</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative		
	Oct	Jan	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: HARRIS COUNTY DEPARTMENT OF EDUCATION: Participate in the Harris County Department of Education (HCDE) campus safety audit.</p> <p>Strategy's Expected Result/Impact: Campus will develop action plans to address any deficiencies as a result of safety audits.</p> <p>Staff Responsible for Monitoring: Administrators Safety Committee</p>	Formative		
	Oct	Jan	Apr
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 3: SAFE SCHOOLS. Memorial High School will ensure a safe and orderly environment.

Performance Objective 2: EMERGENCY OPERATIONS: Develop Campus Emergency Operations Procedures that comply with SB 11, and include Standard Operating Procedures.





Evaluation Data Sources: Campus emergency operation procedures documents

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: EMERGENCY OPERATIONS PROCEDURES: Campus EOP will align to the best practices from the Texas School Safe Center and the Standard Operating Procedures, such as the "I Love You Guys" Foundation.</p> <p>Strategy's Expected Result/Impact: Campus EOP turned in and filed by September 1st.</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative		
	Oct	Jan	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: EMERGENCY OPERATIONS PROCEDURES: Update campus EOPs annually and train staff at the start of each school year.</p> <p>Strategy's Expected Result/Impact: Campus procedures maintained in campus EOP. Staff training documents maintained. EOP submitted by September 1st.</p> <p>Staff Responsible for Monitoring: Administrators Safety Committees</p>	Formative		
	Oct	Jan	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: FISCAL RESPONSIBILITY. Memorial High School will ensure efficient and effective fiscal management of resources and operations to maximize learning for all students.

Performance Objective 1: FINANCIAL MANAGEMENT: Maintain high quality financial management practices so that financial resources provide the maximum possible support for T-2-4.

Evaluation Data Sources: Year-To-Date (YTD) Budget Reports (monthly, quarterly, annually)

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Conduct frequent budget meetings with Bookkeeper to review and manage money.</p> <p>Strategy's Expected Result/Impact: Error free records. Documentation of purchases and orders.</p> <p>Staff Responsible for Monitoring: Principal Administrative Assistant</p>	Formative		
	Oct	Jan	Apr
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Campus Funding Summary

199 PIC 11 - Instructional Services					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$5,000.00
Sub-Total					\$5,000.00
Budgeted Fund Source Amount					\$159,890.00
+/- Difference					\$154,890.00
199 PIC 22 - Career & Technology					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$66,790.00
+/- Difference					\$66,790.00
199 PIC 23 - Special Education					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$1,380.00
+/- Difference					\$1,380.00
199 PIC 24 - At Risk					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$8,250.00
+/- Difference					\$8,250.00
199 PIC 25 - ESL/Bilingual					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$4,400.00

199 PIC 25 - ESL/Bilingual						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
					+/- Difference	\$4,400.00
199 PIC 91 - Athletics						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
					\$0.00	
					Sub-Total	\$0.00
					Budgeted Fund Source Amount	\$2,000.00
					+/- Difference	\$2,000.00
199 PIC 99 - Undistributed						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
					\$0.00	
					Sub-Total	\$0.00
					Budgeted Fund Source Amount	\$69,200.00
					+/- Difference	\$69,200.00
282 ARP21 (ESSER III Campus Allocations)						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
					\$0.00	
					Sub-Total	\$0.00
					Budgeted Fund Source Amount	\$251,700.00
					+/- Difference	\$251,700.00
					Grand Total	\$5,000.00

Addendums